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We've got the PoWER

A qualification framework designed BY the W2W industry FOR the W2W industry

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Presentation

- Background
- Work to date
- The PoWER group
- What we did: The PoWER Project
- The Qualifications
- Institute of Employability Professionals
- What's happening next?

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Background

- 2009 – Question being asked was: "What professional standards and qualifications should the W2W/Employability industry have, and how to address this?"
- Building on international research led by Prof Dan Finn and IPPR research *"Now its personal: personal advisers and the new public sector workforce"* CESI (*Inclusion*) invited a range of W2W employers to discuss a way forward in January 2010
- 6 W2W prime providers contributed funding towards further research and *Inclusion's* report *"Professionalisation of the Welfare to work Industry. Developing a Framework for Action"* published Sept 2010
- To support the research a group of employers was formed. This became the PoWER group, comprising primes, subs and interested organisations

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The PoWER project

- Research concluded that, to assure standards, a set of appropriate qualifications and a professional body were needed
- PoWER put together a project proposal to create a framework of industry-based qualifications and *Inclusion* obtained financial and in-kind contributions from the industry to employ a project manager
- Project Phases
  - Phase 1
    - Developing the Framework for Practitioners
    - Progression Routes, Apprenticeships
    - Management Qualifications
  - Phase 2
    - The Institute for Employability Professionals (IEP)
    - Working together to achieve the ambition

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The PoWER group

- Inclusive, open to primes, subcontractors, public, private and voluntary, interest groups, Jobcentre plus
- Chaired byJanette Faherty OBE
- Key from beginning that industry trade bodies work together to achieve objectives
- All minutes, notes and planning documents are at www.cesi.org.uk/POWER

- 2 Working Groups
  - Practitioners, chaired by Lisa Martin of Remploy
  - Management , tba chair

- Members
  - 16/18 WP primes and organisations representing c 90% of those employed in the industry
  - Smaller and VS organisations
  - Trade bodies, ERSA, AELP and BASE
  - Jobcentre Plus
  - Awarding body organisation and partner - EDI

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Qualification Framework

- Very tight timeline – 6 months from start to launch
- Established Practitioner and Management sub groups to ensure quals were built from actual job descriptions, seeking input at all times from practitioners themselves
- Excellent support from Skills for Justice (our SSC)
- Designed a Progression Routeway from entry/induction to Advanced Apprenticeship
- Designed to incorporate units from existing QCF qualifications e.g. L&D, Advice and Guidance, Customer Service
- Qualification framework launched at W2W 2011 in July
- Established Expert Reference Group for incremental review

Qualifications in
Employment Related Services

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Core Units (20 Credits)

Unit 1	Unit 2	Unit 3	Unit 4
Understanding the Employment Related Services Sector	Providing Excellent Customer Service	Ensure compliance with legal, regulatory, ethical and social requirements	Manage own professional development within and organisation
(5 Credits)	(6 Credits)	(5 Credits)	(4 Credits)

Award → **Certificate** →

Specialist & Optional Units (Min 17 Credits)

Working 1:1 with Customers	Working with groups of Customers	Engaging Employers and Stakeholder Liaison

Diploma

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Advanced Apprenticeship in Employment Related Services

- Competency/knowledge combined in the Diploma
- Generic Employability Skills – English, Maths, ICT (all at L2)
- Employee Rights and Responsibilities (Workbook)
- Personal Learning and Thinking Skills (mapped in to mandatory units of the Diploma)
- Commitment to “on the job” and “off the job” training

and ...

- Funding bid to develop a Higher Apprenticeship through SfA

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Management Qualifications

- Original intention to work with a University
- Level 4 and Level 5 competency units in Management
- Graduation from the practitioner qualification/Apprenticeship to a management qualification/Higher Apprenticeship
- Consider a more academic offer at a later date
- Over time ambition is to extend to higher/Masters level
- Will require Managers to cover some practitioner training if new to sector
- Management Practitioner group reconvening and needs members

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Ambition

- To create the Institute of Employability Professionals. Bid won and funding coming from UKCES. Fully functioning by end 2012
- To have an embedded, industry-led framework of qualifications, part of a National Skills Academy
- The sector to be seen as one of choice by prospective employees with defined entrance points and good progression routes
- To have 40% practitioners holding or working towards L3 by 2013 and 60% by 2015
- To raise the number of qualified managers to 50% by 2015
- To continue to work together as an industry

The IEP

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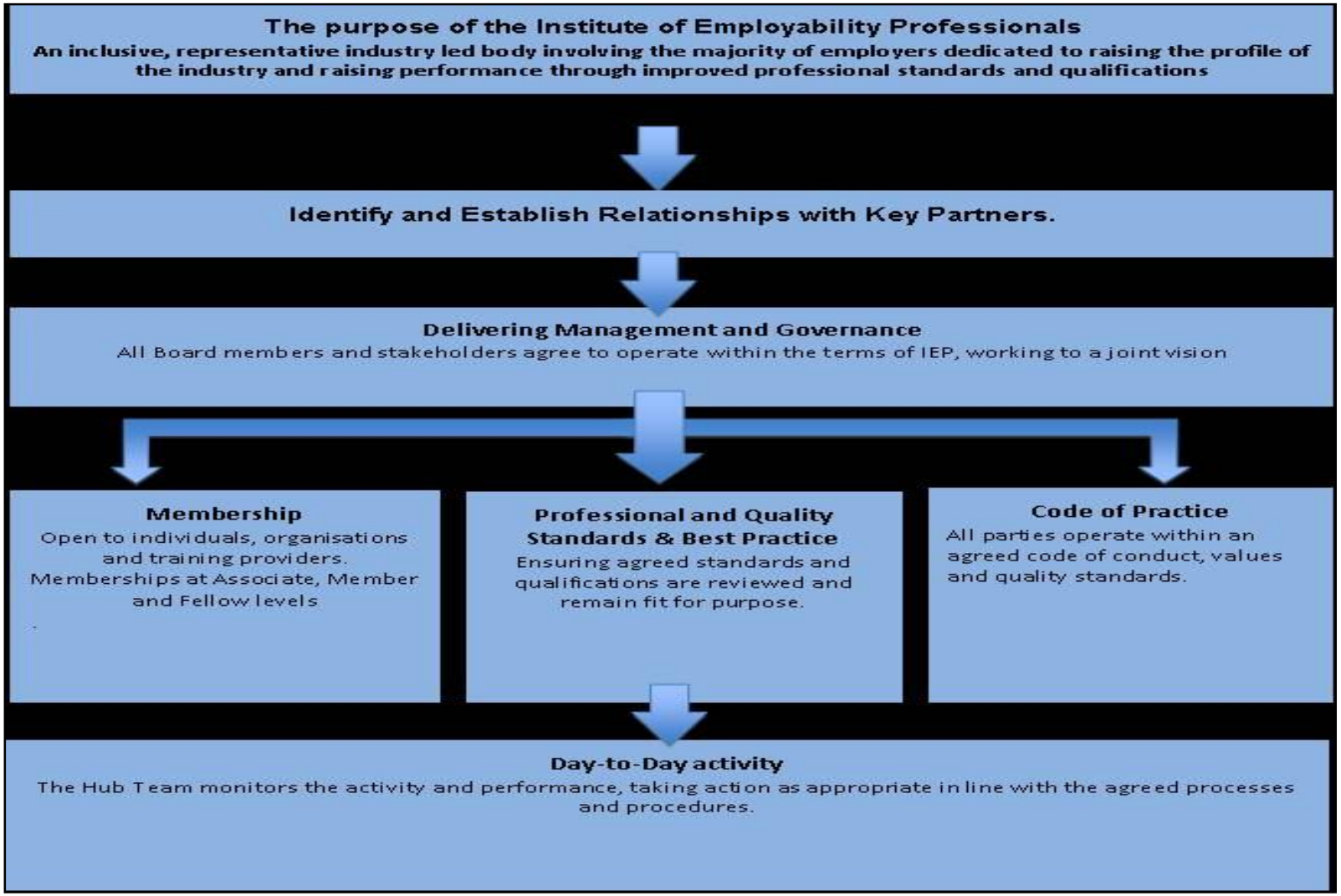

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Questions?

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